CONDITIONAL PROMOTIONS TO SERGEANT

BACKGROUND:

» The Army continues to experience a critical shortage of sergeants that has directly impacted the readiness of the force.

» DA PERSCOM announced in MILPER MSG 01-108, procedural and implementation guidance for changes in promotion to sergeant (Conditional Promotions).

CONDITIONAL PROMOTIONS TO SERGEANT

Discussion:

» Effective 1 May 2001, soldiers, who have met a cutoff score and are otherwise qualified, but have not completed PLDC (When recommended by promotion authority) may be conditionally promoted to sergeant.

- When operationally deployed.

- When on temporary profile, which prohibits PLDC attendance.

- When the promotion authority provides signed documentation/ statement that indicated soldier has been scheduled.

CONDITIONAL PROMOTIONS TO SERGEANT

Discussion (con't):

» Effective 1 October 2001, soldiers, who have met a cutoff score, have not been conditionally promoted, and have not attended PLDC within 12 months of meeting the cutoff score, will be administratively removed.

» All soldiers who are administratively reduced and/or removed from the by-name/standing list must reappear before a promotion board to regain promotable status.

CONDITIONAL PROMOTIONS TO SERGEANT

USAREUR statistics for the months of May and June 01

	May	Jun		
• Total met cutoff:	392	388		
• 1st time on list without PLDC			139	68
• On list prior to 1 May 01	926		620	
• Total # on by-name list	1318		1252	
• Total conditional promoted:			26	38
• % of Conditional Promotions			1.9%	3.0%

➲ **Promotion Standing list: List of all soldiers who have appeared before a promotion board and have been recommended for promotion.**

➲ **By name list: List of all soldiers who have met a cutoff score.**

CONDITIONAL PROMOTIONS TO SERGEANT

CONCERNS:

» Confusion in the field concerning conditional promotion procedures/polices.

» Promotion Authority providing substantiating document to indicate the soldier has been scheduled to attend PLDC (currently OML/Class Roster).

➲ OML = Order of Merit List; list all soldiers currently on the promotion standing list without PLDC

➲ Class Roster = List all soldiers who currently have a verified seat for the next PLDC Class

CONDITIONAL PROMOTIONS TO SERGEANT

Recommendation:

» Rewrite Sample 1 **verified by:** to read **recommended by**: YES / NO (Circle one) Company Commander

» Add Promotion Authority's Approval or Disapproval below the Company Commander's recommendation.

VERIFIED BY:_____
(Signature Block/Signature of Company Commander)

SAMPLE 1

Recommend: YES/NO _____
(Circle One) (Signature Block/Signature of Company Commander)

Approved / Disapproved _____
(Circle One) (Signature Block/Signature of Promotion Authority)

SAMPLE 1

1ST PERSONNEL COMMAND

Request for Conditional Promotions

Upon Receipt of the by-name list from the PD, the <u>Battalion S-1</u> will prepare a memorandum for all soldiers listed that are otherwise eligible and forward to each Company Commander for recommendation

Sample

DEPARTMENT OF THE ARMY
72ND Signal Battalion
UNIT 30030
APO AE 09267

OFFICE SYMBOL 20 April 2001

MEMORANDUM FOR Commander, 510th Personnel Services Battalion, Unit 30030, APO AE 09166

SUBJECT: Conditional Promotion on SPC Doe, John E., 000-00-0000, 324th Signal Co., 72nd Signal Battalion, Unit 29187, APO AE 09267

1. Conditional promotion on the above named soldier is requested. The following information has been verified:

a. Soldier is on the monthly by name promotion list for <u>May 01</u>.

b. Soldier is currently scheduled for PLDC Class <u>06-01</u>. (Promotion Authorities verification).

c. Soldier does/does not have a medical profile that would prevent attendance to PLDC (If soldier has a profile, a copy of DA Form 3349 is attached).

d. Soldier is within the height/weight standards of AR 600-9.

e. Soldier last APFT is <u>February 12, 2001</u>, Score: _____.
(APFT must not be older than 12 months from the date the soldier met the cutoff score.)

f. Soldier meets all the six months service remaining requirement, ETS: _____ and all other eligibility requirements IAW Table 3-4, AR 600-8-19.

2. Point of contact for this action is the Battalion S1 at DSN 380-1155.

Recommended: YES/NO _____
(Circle One) (Signature Block/Signature of Company Commander)

Approved/disapproved _____
(Circle One) (Signature Block/Signature of Promotion Authority)

Sample

<u>Company Commander</u> makes recommendation by circling YES/NO, signs the memorandum, and forwards to the promotion authority

<u>Promotion Authority</u> will approve or disapprove the request, sign the memorandum and forward the memorandum to the Personnel Detachment NLT the last working day of the month prior to the promotion date.

CONDITIONAL PROMOTIONS TO SERGEANT

DISADVANTAGES OF CURRENT POLICY:

» Order of Merit List (OML) for PLDC does not list all SPC/CPL's who are promotable.

USAREUR Promotion Standing list	# on OML	# not on OML
2,648	1,367	1281

» Class roster for PLDC attendance is published 3 days prior to class starting date.

Class #	6-01	7-01	8-01
Start Date	2 May	4 Jun	25 Jul

» OML/Class Roster delays the promotion process

CONDITIONAL PROMOTIONS TO SERGEANT

ADVANTAGES OF PROPOSED POLICY CHANGES:

» Promotion authority signs documentation/statement indicating the soldier has been scheduled to attend PLDC - less restrictive.

» Increase the number of sergeants in USAREUR - in support of readiness.

» Memorandum expedites promotions

» Decrease our total eligible account for administrative removals.

CONDITIONAL PROMOTIONS TO SERGEANT

WAY AHEAD:

» Inform the Chain of Command of changes regarding conditional promotions procedures/policies.

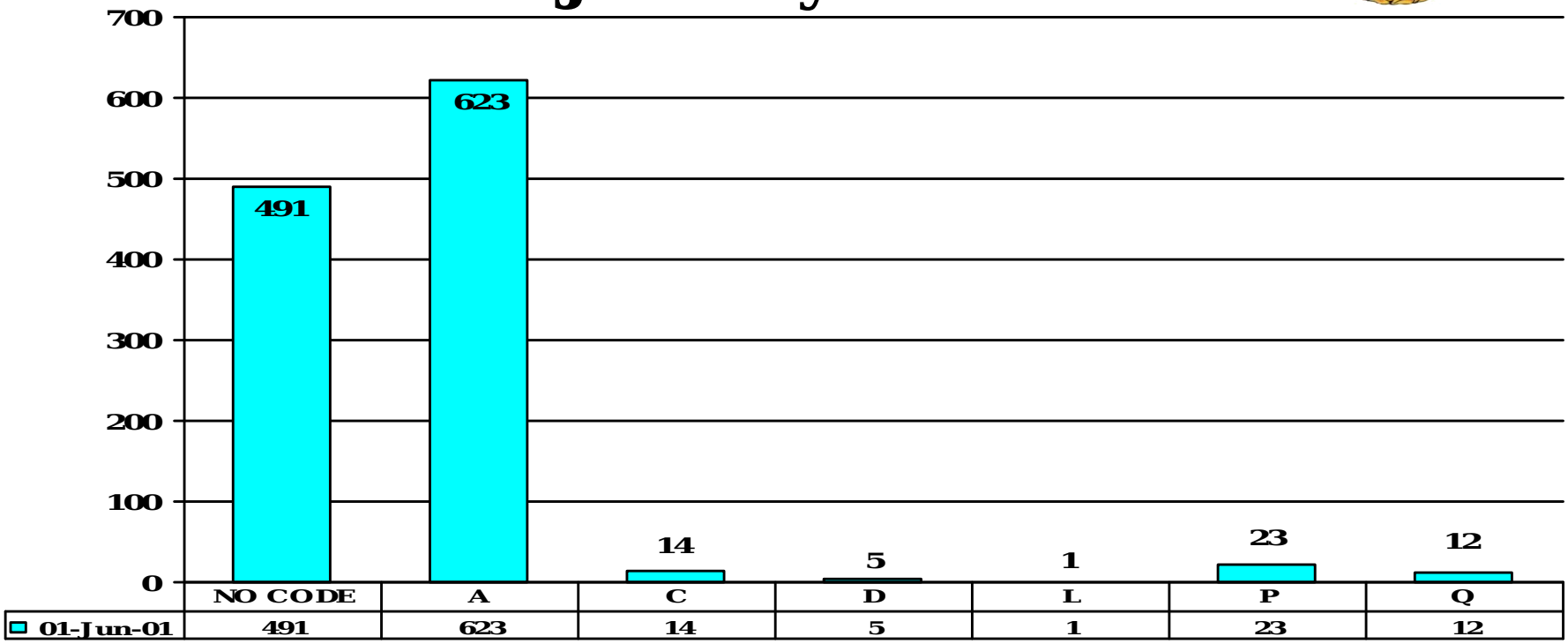
» Fine tune current USAREUR procedures for submitting conditional promotions.

» Ensure promotion authorities understand and are familiar with procedures.

» Stress the use of a signed documentation/statement from the promotion authority that indicates the soldier has been scheduled to attend PLDC (memorandum).

1ST PERSONNEL COMMAND

June by-name List



CODE	REASON
No Code	No Code entered on EDAS
A	Does not meet the NCOES requirement and no other reason code applies
C	Under suspension of favorable action
D	Ineligible for or pending reenlistment
L	Field imposed bar to reenlistment
P	Challenged or Suspended Promotion Points
Q	Medical Board proceedings to include soldiers unable to attend NCOES

Total	1252
Total Promoted in June 01	234
% of all Promotions	18.69%
Conditionally Promoted	38
% of Conditionally Promoted	3.04%